The Centre for Work, Organisation and Wellbeing and the Department of Employment Relations and Human Resource Management invite you to a seminar:

“The Effects of Trust on the Preference for Decentralised Bargaining. A Study of Managers and Works Councillors”

by

Professor Werner Nienhueser

When: 12:00 – 1:30 am, Tuesday 8th March, 2011
Where: Room -2.11, Building N72 (Glyn Davis Building), Nathan campus
Food: Lunch will be served on arrival; please RSVP (with dietary restrictions)

Abstract: Critics of the German multi-employer collective bargaining system demand a shift away from this system in favour of increased bargaining at plant level. But do the actors at the plant level – human resource managers and works councillor who would be responsible for such negotiations - want such a system and what explains differences in the strength of their preference? The main hypothesis is: When a high degree of mutual trust exists, both parties are more likely to show a preference towards plant level bargaining. When the level of trust is low, the bargaining parties probably rely more on supra-plant level bargaining and collective bargaining power. The paper uses data from a survey of 1000 German companies, involving 1,000 personnel managers and 1,000 works councils, i.e. those persons responsible for negotiating working conditions at the plant level. Logistic regression analyses show that trust has no significant effect on the managers’ preference for decentralised bargaining (although trust increases the preference to negotiate with the works council instead of with the trade unions). In contrast the effect of trust for the works council is significant and strong. Finally we examine why the effect of trust is different for each of the bargaining parties.

Speaker: Werner Nienhueser is Professor of Work, Human Resource Management and Organizations at the University of Duisburg-Essen. He held academic posts at the Universities of Paderborn, Mannheim and Konstanz and has authored/edited 14 books and more than 70 articles and book chapters. His research interests include HRM strategies, employment relations, atypical forms of employment and power in organizations. He has been editor-in-chief of the German Journal of Human Resource Research (Zeitschrift fuer Personalforschung).

General Enquiries and RSVP; Phone: (07) 3735 3714 Email: mailto:wow@griffith.edu.au